MMOA
ROAD SHOW BRIEF
FALL 02

Our Mission

- ***To Communicate***
  - ***With YOU (Fleet)***
  - ***With the Leadership***
    - ***Commanders, CO's, CG's***
  - ***MM & M&RA***
    - ***Feedback from the Fleet***
- **To provide PME**

Manpower Initiatives

- Orders Out Earlier – 6 months in advance
- Early Identification of billet openings
- Selection/Promotion Board dates
- Web-Based Orders

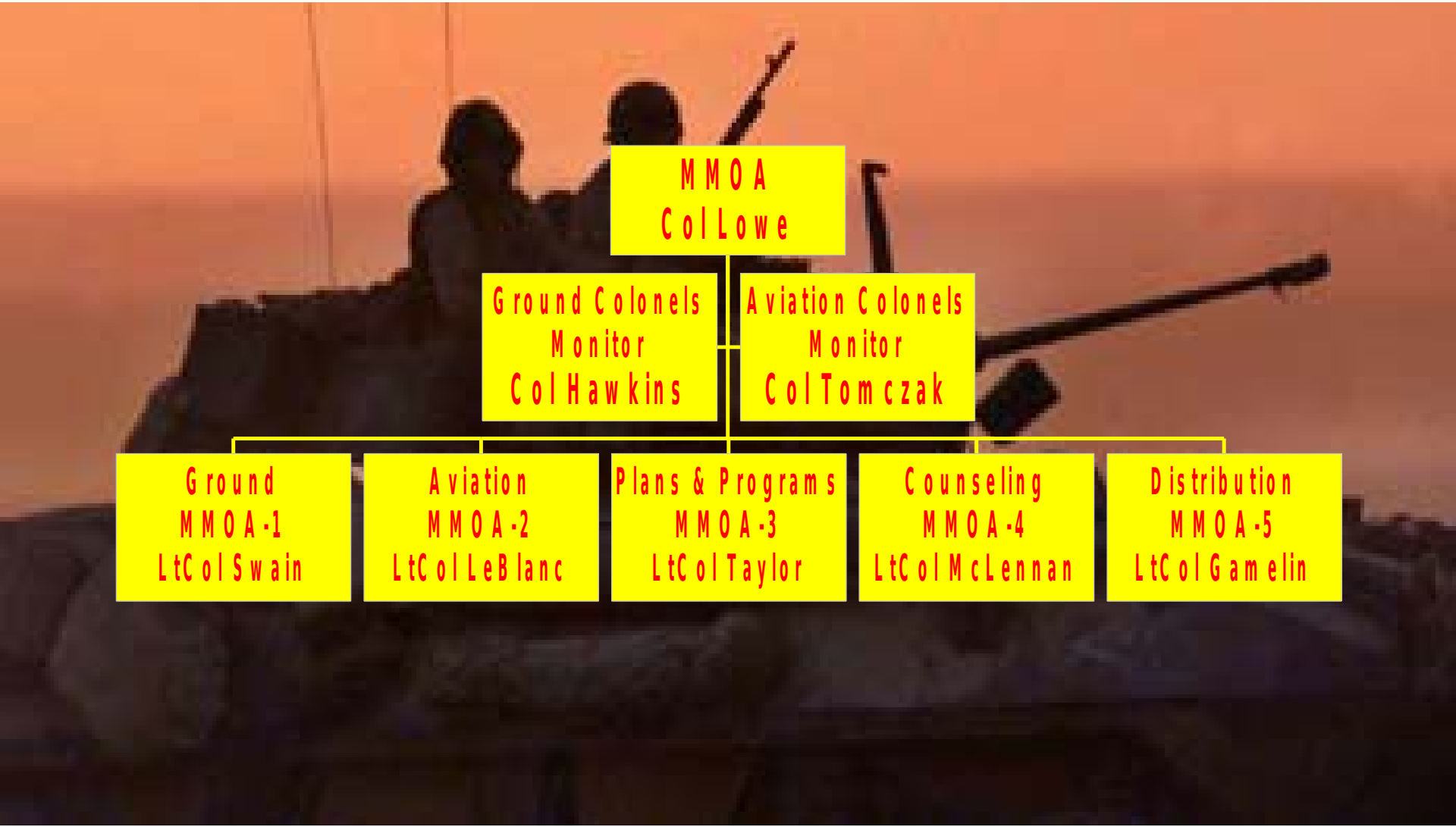
MMOA Web Site

- **www.usmc.mil, *Career; Marines; Assign; Officer Assign***
- **MMOA Organization & Points of Contact**
- **Your monitor's web page(s)**
- **Marine on Line Monitor Contact Page**
- **Link to Promotions Branch**
  - **Officer Board Information**
  - **Convening Announcement**
  - **Material Submitted to Board**

Agenda

- MMOA Overview
- Career Development
- Performance Evaluation System (PES)

MMOA Overview



Ground Officer Assignment Section

MMOA-1
Ground LtCols
LtCol Swain

Ass't Ground LtCols
Maj (Sel) Suttee

Combat Arms Maj
03/08/13/18/31/33/34
Maj Gridley

CSS Maj
01/02/04/21/23/25/28/30
35/40/41/43/44/46/55/58
Maj Hutcherson

Head Company Grade
Maj Targos

DSN: 278-9276

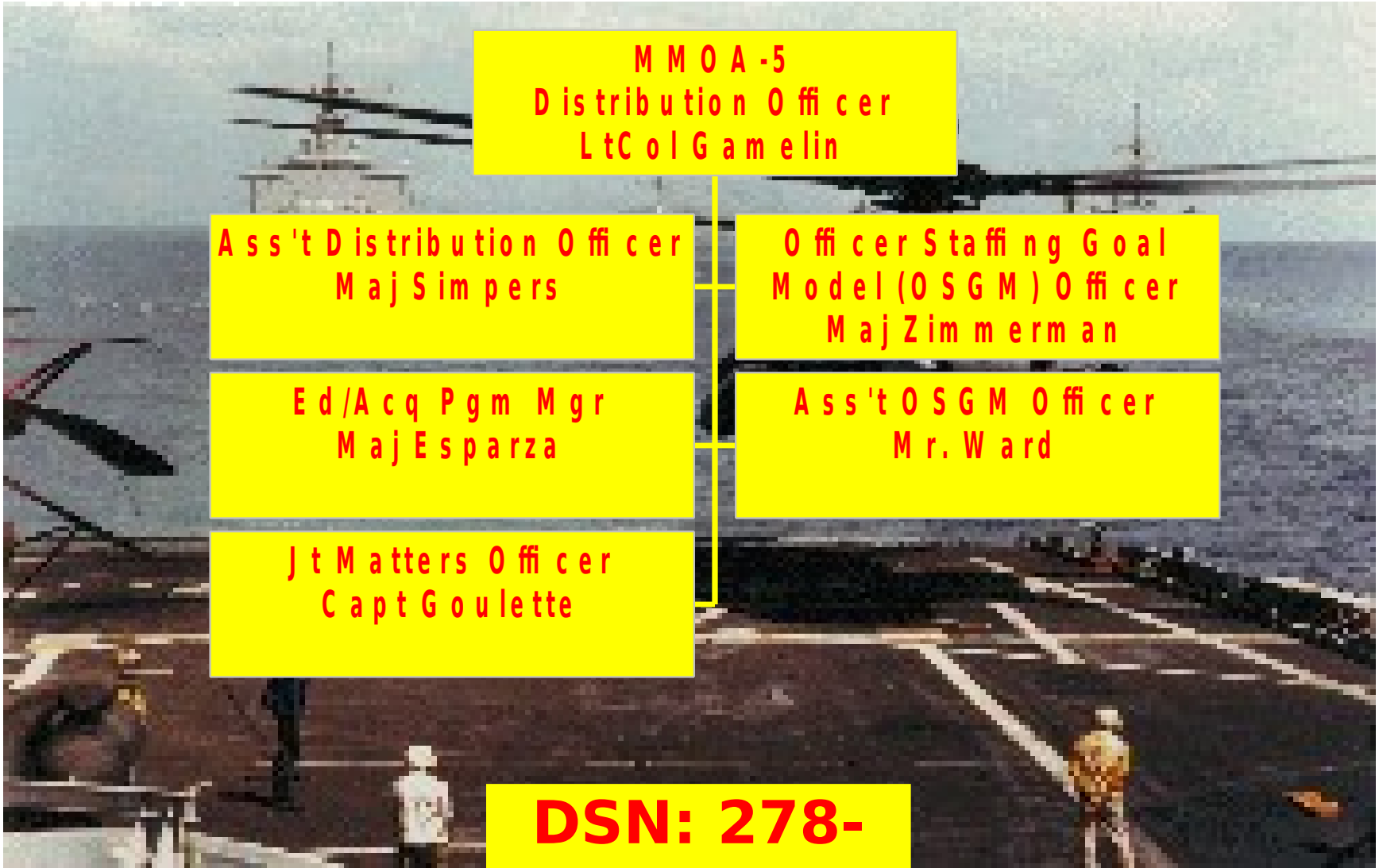
Company Grade Ground Officer Assignment Section

Aviation Officer Assignment Section

Plans, Programs & Support Section

Counseling & Evaluation Section

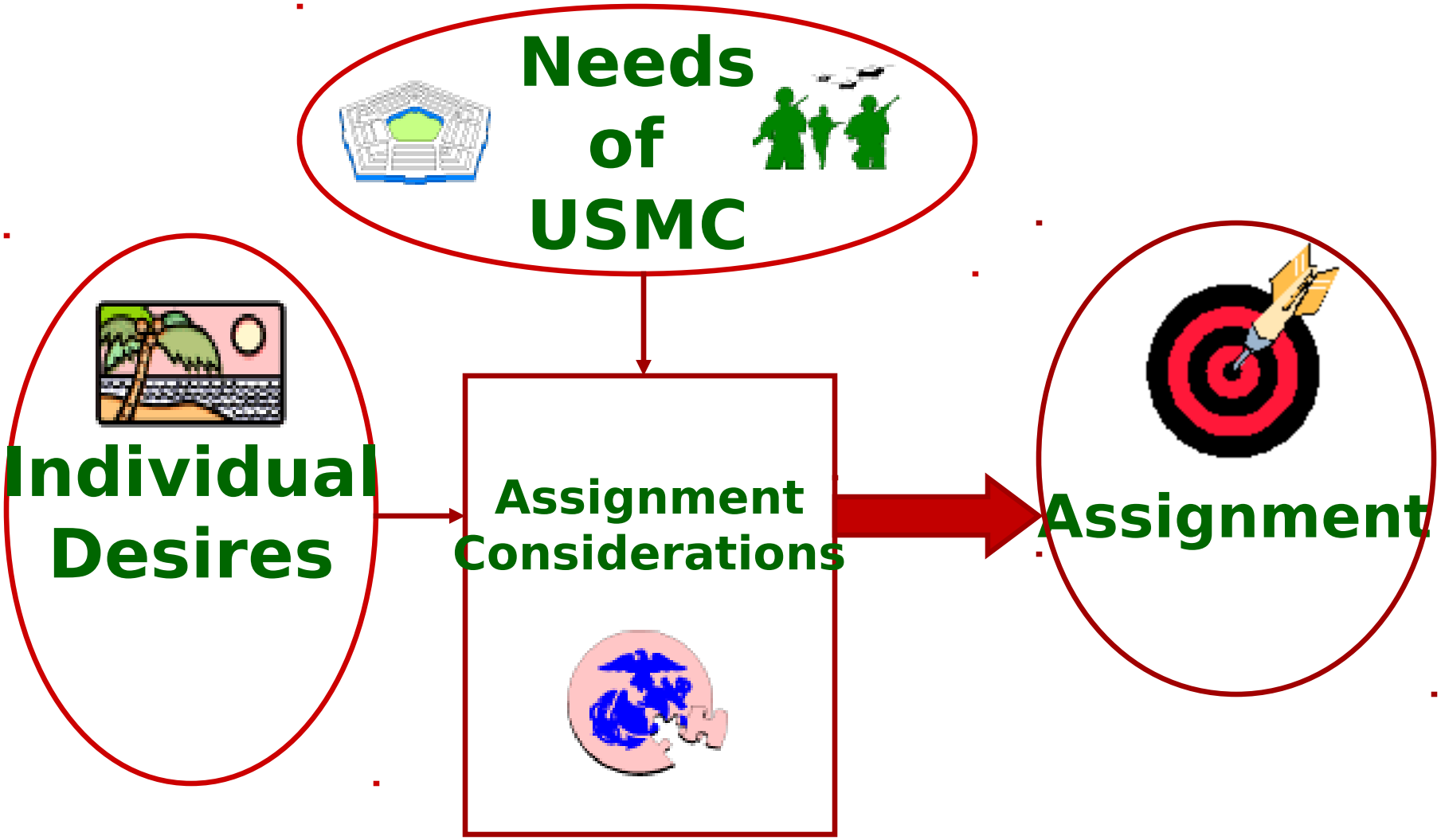
Distribution Section



Agenda

- MMOA Overview
- Career Development
  - Assignment Process
  - Professional Military Education (PME)
  - Promotion Data
- Performance Evaluation System (PES)

Assignment Model



Needs of the USMC

- To meet the needs of the Marine Corps
  - Grow, Maintain, and Distribute Officers with the Skills needed by the Marine Corps
    - Warfighting/Supporting/Joint/HQMC staff/Acquisition.

Individual Desires

- Personal Preferences
- Personal Situation (e.g. EFMP)
- Stability
- Career Aspirations
- Billet Variety

Assignment Considerations

- **Goal: Place the right officer in the right place at the right time to accomplish the Marine Corps' mission.**

- **Issues:**
  - **Marine Corps' need (i.e. Staffing requirement)**
  - **Career progression**
  - **Timing (seniority/promotion, screen/slate issues)**
  - **Time-on-Station/Overseas Control Date**
  - **PME**
  - **Leadership/Staff experience**
  - **Occupational Field sponsor input**

Assignment Timeline

JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN
Cmd Screening											
		ILS Slating									
		MMOA Cmd Visits									
			Program Selection								
					TLS Selection						
				CLS Slating							
		Promotion Results									
					Final Slating						
				• Goal: orders 6 months in advance							

PME – CLS & ILS

- **Resident PME – all volunteer**
  - **CLS**
    - **Expeditionary Warfare School**
    - **Army Advanced Courses (Must also complete 8510)**
  - **ILS**
    - **Marine Corps Command & Staff**
    - **Other service, foreign, or fellowship (Must complete 8845)**
- **Non-resident PME**
  - **The same additional requirements apply for other than Marine courses as above**

Top Level School

- **Automatically considered**
- **Still a non-statutory board**
- **Eligibility changes**
  - **Expanded to include new LtCol selects and some command slated officers** ***(command takes precedence in event of a conflict)***
  - **No recruiter "byes" to TLS** ***(CMC decision Feb 01)***

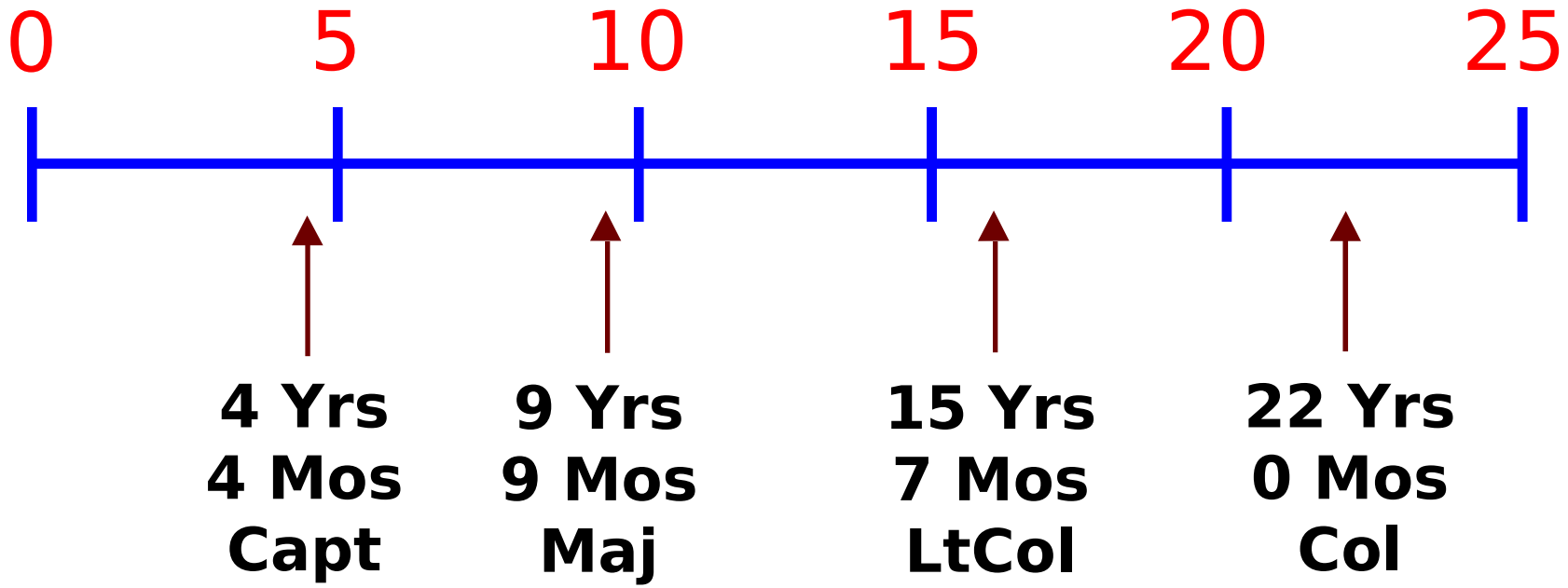
Advantage of PME *(from FY03 USMC Unrestricted Promotion Data)*

	Actual IZ Sel Rate	PME Sel Rate
Capt	98.8%	N/A
Maj	88.7%	96.2%
LtCol	68.3%	84.2%
Col	56.3%	74.4%

Command Screen

- Slate Commanders for upcoming year
  - June 03 – May 04
- Non-Statutory Board
- Eligibility
  - Defined by MARADMIN
    - TOS/Joint/Communication
- Precepts
  - Defined by CMC
- Release Criteria
  - Reviewed by HQMC IG/JAG
  - Briefed to CMC by Board President
  - Released upon CMC’s Approval

FY04 Unrestricted Promotion Flow Points



FY04 Unrestricted Officer Promotion Plan

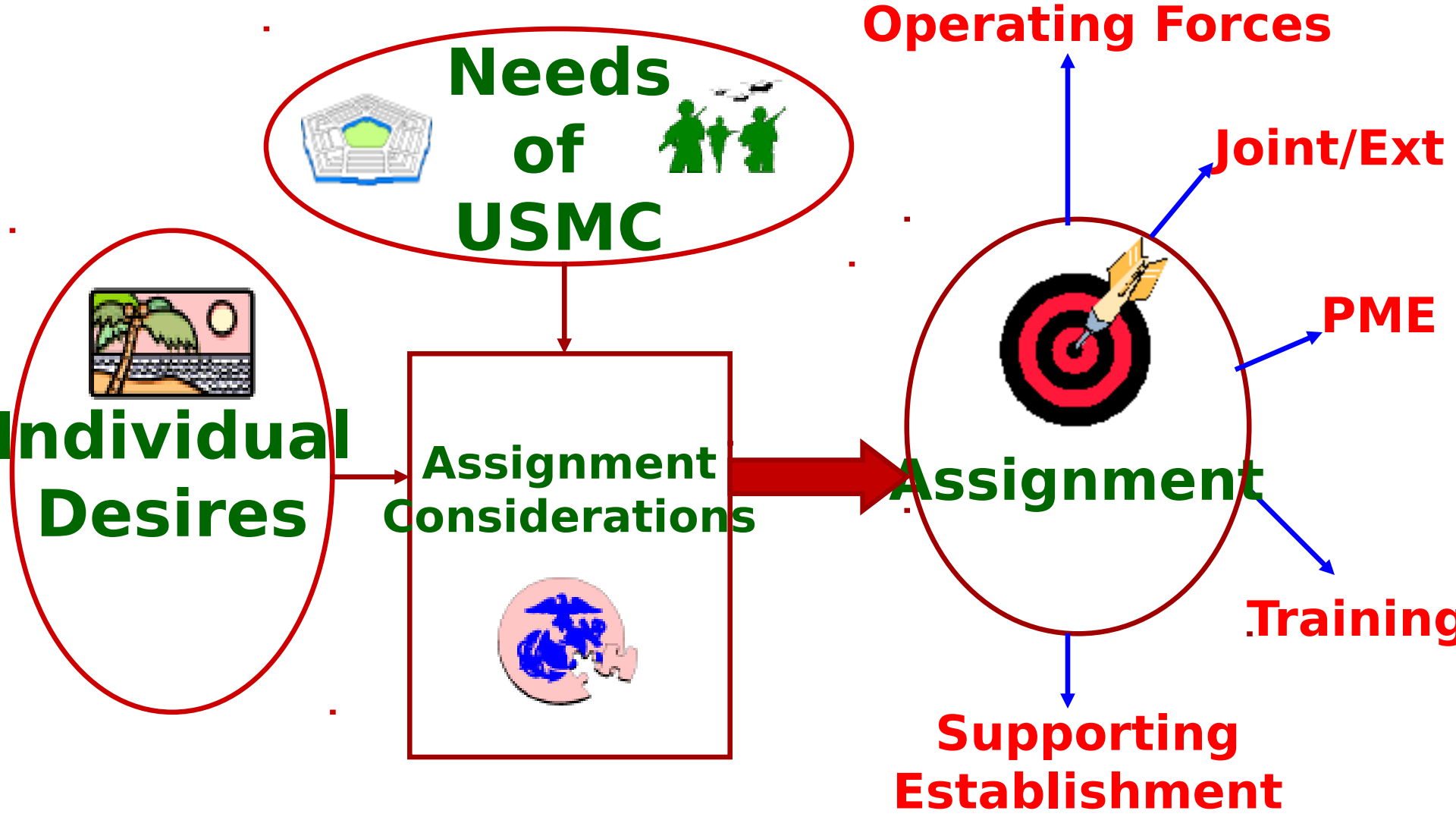
GRADE	SELECTION OPPORTUNITY	JUNIOR IN ZONE DATE
Col	54%	981201
LtCol	70%	980701
Maj	90%	980701
Capt	ALL FULLY QUALIFIED	020524

GRADE	FY05	FY06	FY07
Col	991001	000901	010801
LtCol	990601	000501	010401
Maj	990601	000601	010601

FY04 Regular Officer Board Convening Dates

- **Maj** – 4 Sept 02
- **Col** - 3 Oct 02
- **LtCol** – 9 Oct 02
- **LDO** – 4 Nov 02
- **Capt** – 10 Feb 03

Assignment Model



Agenda

- MMOA Overview
- Career Development
- Performance Evaluation System (PES)
  - Relative Value
  - Reviewing Officer Profile
  - Issues
  - Effective report writing

NAME	SSN	GRADE	RANK DESCRIPTION	DOR	COMP	LINEAL NO	PMOS	AMOS-AMOS	GT/GCT	PERM GR	PERM DOR
MARINE, IAM A	999999999	O5	LTCOL	19990701	USMC	02856000	7565	7577 / 7207	157	O5	19990701

DOB	DEAF	PEBD	AFADBD	AC NAV BD	ACC 1ST COMM	DOR 1ST COMM	DOR 1ST LDO	DSG PILOT	DCADB	EAS	DCTB	OSCD	CONTRACT LEGAL
19610625	19811121	19811121	19821006			19821217		19840914	19821006		19990720	19960113	NONE. ALL RE

DECORATIONS		MILITARY EDUCATION						CIVILIAN EDUCATION	LANGUAGES
MM 1		AVIATION SAFETY COMMAN	2000	NAVAL AVIATION MAINT P	1993	HELICOPT TRNG CRS	1984	MILITARY SCIENCE	NO FOREIGN LANGUAG
NA 1		SECURITY MANAGEMENT	2000	FLIGHT COORDINATOR TRA	1990	BASIC SCHOOL	1983	MASTER'S	
		AH-1W PILOT HUEY CONVE	1999	TACTICAL AIR CONTROL P	1988	OCC, MCS	1982	17	
		SCHOOL OF ADVANCED WAR	1997	AMPHIBIOUS WARFARE SCH	1988				
		MARCORP CMD ST COL	1996	WEAPONS AND TACTICS IN	1987				
		QUALITY ASSURANCE	1993	NAVAL AVIATION FLIGHT	1984				

SPL HMLA-169 MAG-39
INFO SCTY: V/0/19980814
Date: 01/21/2002

PAGE 1 OF 2

MONITORED COMMAND ORGANIZATION/SCHOOL REPORTING SENIOR	DUTY ASSIGNMENT GRADE TYPE DUTY BILMOS REVIEWING OFFICER	OCC	BEGIN END DATE	MISSION		CHARACTER			LEADERSHIP					INTELLECT			EVAL RESP	PROMOTION				REPORT SUMMARY							
				PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD		Y	N	NA	ACC	COM	ADV	#RPTS @PROC	REL VAL @ PROC	#RPTS CUM	REL VAL CUM	RO CONCURS Y	RO CONCURS N
1	STUDENT																												
CSC MCU MCCDC QUANTICO	MAJ A 0000	TR	19980801	E	C	H	H	H	H	H	H	H	D	E	H	H	H	X				X			N/A		N/A	X	
LTCOL			19990507																										
	COL		RO: 0/1 0/2 1/3 35/4 34/5 27/6 5/7 0/8																										
2	PACOM PLANS OFFICER			Best Maj in the G-3										Promote 1st opportunity						X									
I MEF COMMAND ELEMENT	MAJ N 9909	GC	19990508	F	F	E	E	F	E	D	D	E	F	D	E	F	E			X		X		1	N/A	3	100.00	X	
COL			19990630	Promote Select for command and TLS																		FitRep Avg: 5.14		RS Cum Avg: 4.87		RS High: 5.14			
	LTGEN		RO: 0/1 0/2 0/3 1/4 8/5 15/6 16/7 0/8																										
3	ASSISTANT OPERATIONS OFFIC			Consumate planner Top 10% Highly recommended for promotion																									
MAG39, 3D MAW BOX SSS75(	LTCOL N 7565	TR	19990719	E	E	D	E	E	D	D	E	D	E	E	D	E	H	X						3	100.00	33	82.94	X	
COL			19990923	The heart and soul of the MAG's operations 2 of 23 LtCols																		FitRep Avg: 4.62		RS Cum Avg: 5.04		RS High: 5.64			
	COL		RO: 0/1 0/2 0/3 7/4 20/5 11/6 4/7 0/8																										
4	EXECUTIVE OFFICER			Outpaces his peers Easily in the top 5%																									
HMLA-267 MAG-39 3D MAW I	LTCOL N 7565	AN	19990924	F	E	E	E	F	E	E	E	E	E	D	E	F	D	X						1	N/A	1	N/A	X	
LTCOL			20000531	Select for TLS Promote soonest Best XO in MAG																		FitRep Avg: 5.07		RS Cum Avg: 5.07		RS High: 5.07			
	COL		RO: 0/1 0/2 0/3 5/4 5/5 8/6 0/7 0/8																										
5	COMMANDING OFFICER			Hit the deck running Promote TLS																									
HMLA-169 MAG-39 3D MAW I	LTCOL N 7565	CH	20001117	F	E	E	E	E	F	E	E	F	E	E	E	E	E	X						30	93.03	33	92.88	X	
COL			20010524	Top 1/3 of my sdn commanders Promote TLS Future MAG Commander																		FitRep Avg: 5.21		RS Cum Avg: 5.04		RS High: 5.64			
	MAJGEN		RO: 0/1 0/2 0/3 1/4 24/5 28/6 19/7 1/8																										

What is Relative Value?

- RV is a numerical representation of how the average of the marks on a single fitness report compares to the average of all reports written by an RS on Marines of the same grade

- Assists in evaluating the RS's marking philosophy

- Quantitative analysis of performance in relation to peers

Calculating the Report Average

PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	EVAL RESP
E	D	C	C	C	D	C	C	D	C	B	C	C	H

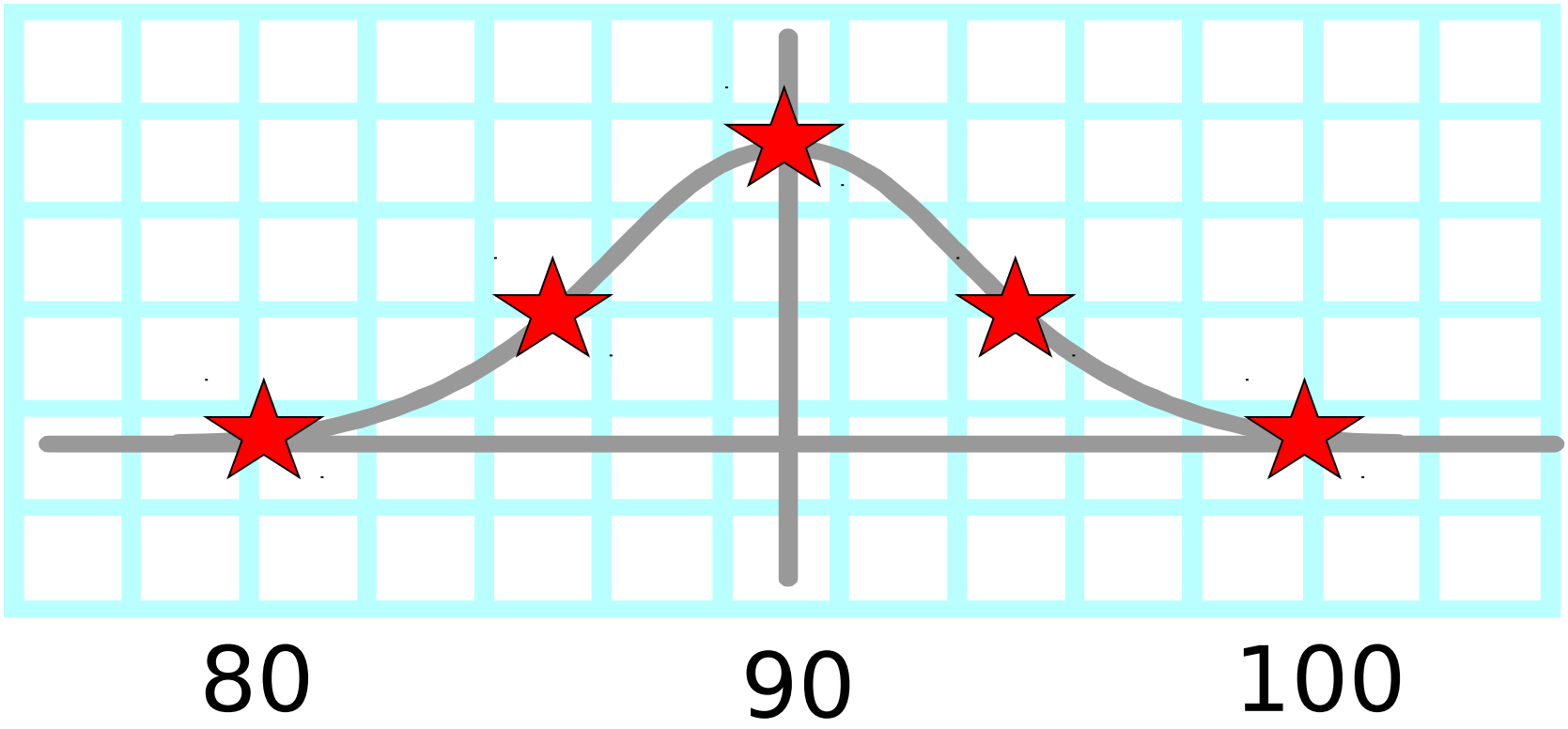
PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	EVAL RESP
5	4	3	3	3	4	3	3	4	3	2	3	3	0

Add the marks - 43

Divide by # of observed marks - 43/13 = 3.31

FitRep Avg = 3.31

Scale from 80 to 100



How is RV Displayed on your Master Brief Sheet?

#RPTS @PROC	REL VAL @ PROC	#RPTS @PROC	REL VAL CUM	RO CONCURS	
				Y	N
8	90.49	10	89.91	X	
FitRep Avg: 4.67		RS Cum Avg: 4.67		RS High: 5.36	

How is RV Displayed on your Master Brief Sheet?

#RPTS @PROC	REL VAL @ PROC	#RPTS @PROC	REL VAL CUM	RO CONCURS	
				Y	N
8	90.49	10	89.91	X	

FitRep Avg: 4.67

RS Cum Avg: 4.67

RS High: 5.36

Reviewing Officer Profile "Snapshot"

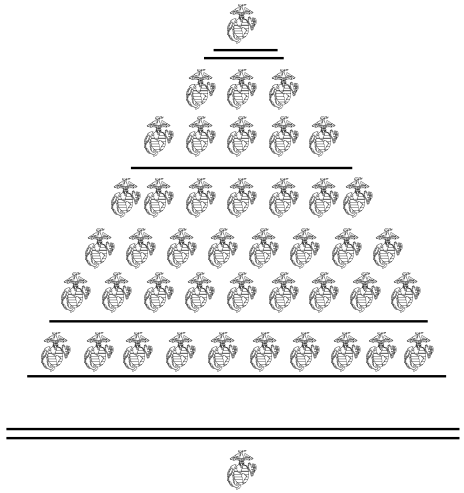
K. REVIEWING OFFICER COMMENTS

1. OBSERVATION: [X] Sufficient [ ] Insufficient

2. EVALUATION: [X] Concur [ ] Do Not Concur

3. COMPARATIVE ASSESSMENT: Provide a comparative assessement of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marines of this grade whose professional abilities are known to you personnally.

DESCRIPTION		COMPARATIVE EVALUATION
THE EMINENTLY QUALIFIED MARINE	[ ]	0
ONE OF THE FEW	[ ]	0
EXCEPTIONALLY QUALIFIED MARINES	[ ]	2
ONE OF THE MANY HIGHLY QUALIFIED	[X]	5
PROFESSIONALS WHO FORM THE	[ ]	7
MAJORITY OF THIS GRADE	[ ]	4
A QUALIFIED MARINE	[ ]	2
UNSATISFACTORY	[ ]	0

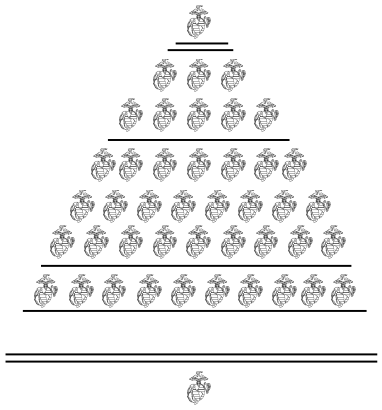


4. REVIEWING OFFICER COMMENTS: Amplify your comparative assessment mark; evaluate potential for continued professional development to include: promotion, command, assignment, resident PME, and retention; and put Reporting Senior marks and comments in perspective.

RO distribution on the MBS?

PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	COM	PME	DEC	JUD	EVAL RESP
E	D	C	C	C	D	C	C	D	C	B	C	C	H
RO:		0/1	2/2	4/3		7/4		6/5		2/6	0/7		0/8

DESCRIPTION			COMPARATIVE EVALUATION
THE EMINENTLY QUALIFIED MARINE	(8)	☐	0
ONE OF THE FEW	(7)	☐	0
EXCEPTIONALLY QUALIFIED MARINES	(6)	☐	2
ONE OF THE MANY HIGHLY QUALIFIED	(5)	☒	5
PROFESSIONALS WHO FORM THE	(4)	☐	7
MAJORITY OF THIS GRADE	(3)	☐	4
A QUALIFIED MARINE	(2)	☐	2
UNSATISFACTORY	(1)	☐	0



New PES Issues

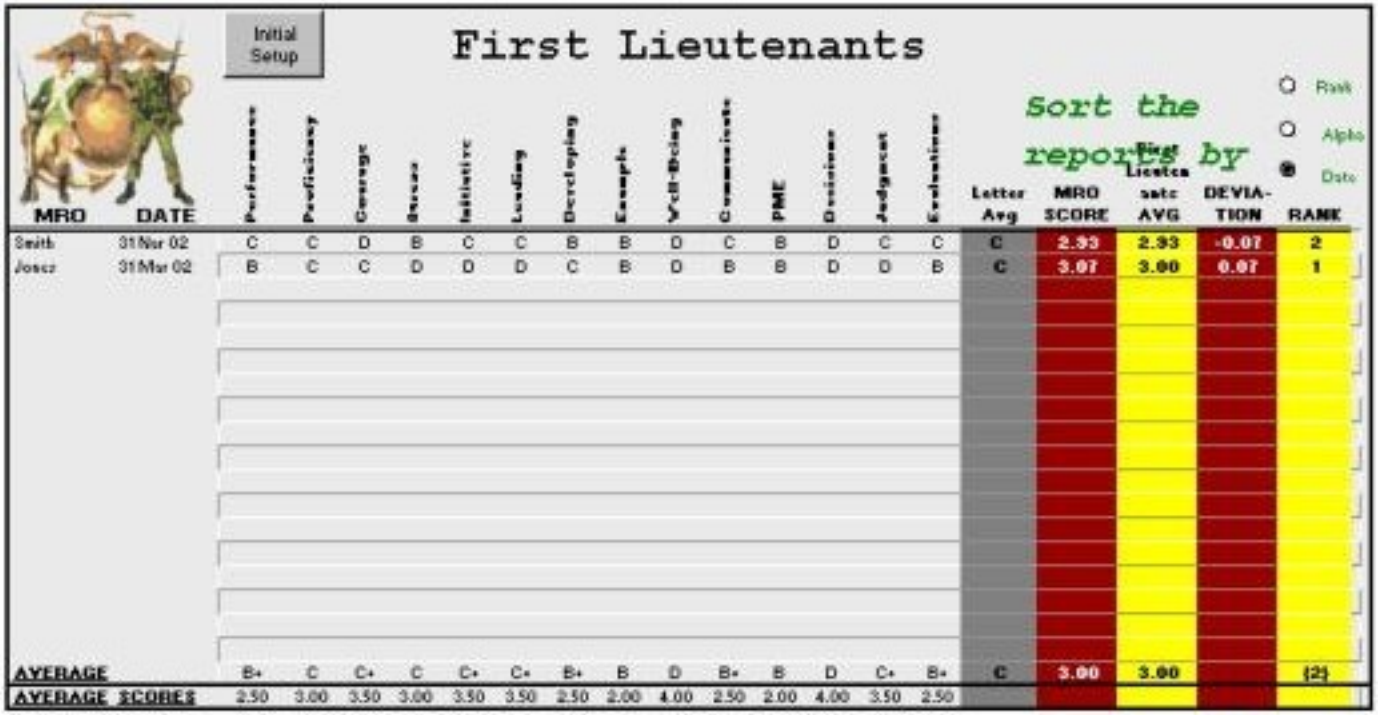
- No Section I comments prior to MARADMIN 474/99 in Oct 99
- No MRO signature
- Date Gaps are not indicated

Effective Report Writing

- Use the MRO Worksheet
- Track the average of each report written
  - Ensure the report ranks correctly
- Submission of reports timely and accurate
- Write appropriate Section I comments

Tracking Your FitRep Averages

- You input the marks
- The spreadsheet gives you the average and rank of the report
- Available on MMOA-4 web site



Thanks to Capt Adamiec for creating this spreadsh

Bottom Line

- The Career Counselors are available to help with all of these – they have the “gouge”
- The new PES is not a “fire and forget” weapon
- Mark with your heart, but use your head
- Write timely, accurate, and effective reports
- Your record is your responsibility

Summary

SO

WHAT !

QUESTIONS

IF NOT,
WE HAVE SOME QUESTIONS FOR YOU……

When Should I Contact the Career Counselor for a Career Review?

- **Prior to a promotion board**
- **Recommendations for assignments (prior to speaking with the Monitor)**
- **Prior to applying for a special program - SEP, FAO, TPS, etc.**
- **After failure of selection**

What should I do to prepare for a Board?

- Submit a photo!!!!
- Document PME completion
- Be familiar with the promotion schedule
- Ensure OMPF/MBS are accurate and complete
- Make sure the Promotion Branch receives info
- Send a letter to the board if appropriate

Do you know your

RS/RO Profile?

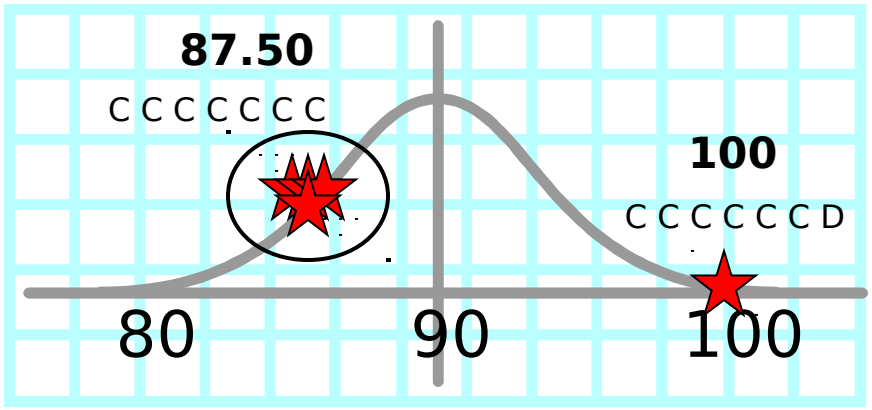
- The RS/RO profile provides a cumulative rating history of all reports written by the RS/RO
- Request form in Appendix H of the PES Order
- Signature required
- Fax Request or mail request

WHAT ARE THE POTENTIAL PROBLEMS ASSOCIATED WITH RELATIVE VALUE?

RV Glitches

Concern

- Small number of reports
- Small distribution of marks
- A single high or low report can dramatically affect the RV of the other reports
- This can be spotted using the RS Cum



5 Reports - Poor RS Distribution

FitRep Avg	3.00	RS Cum Avg	3.01	RS High	3.07

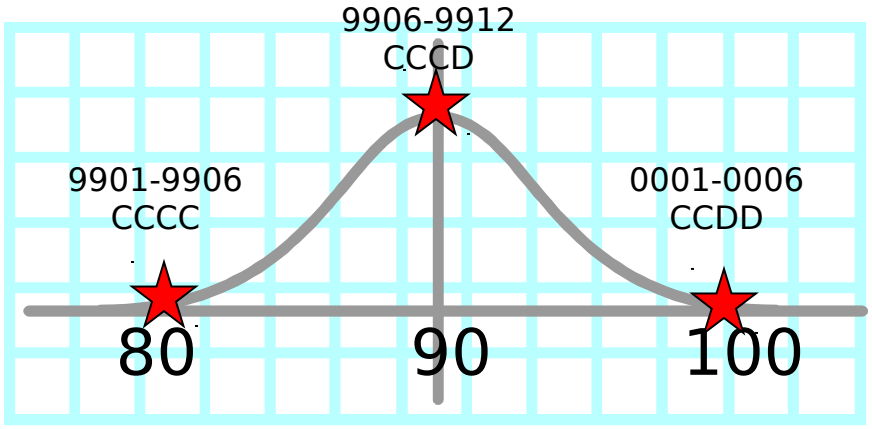
Solution

- **RSs need to distribute their marks to create a range of averages**
- **Marking everyone the same gives poor**

RV Glitches

Concern

- If an RS writes a small number of reports and most of them are on the same MRO, then the MRO competes against himself



MROs Compete against themselves

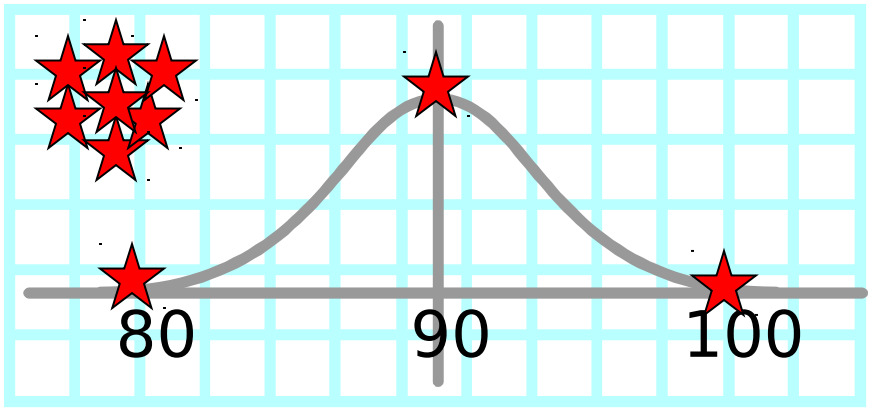
Solution

- **RSs should keep track of their marks to ensure a positive trend of performance if warranted**
- **Board members may perceive drops in RV as a**

RV Glitches

Concern

- If reports are processed late the RV is affected
- This is normally the result of late submission or inaccurate reports
- RSs must submit reports in a timely manner and ensure SSNs are correct
- Boards have no way to spot this problem
- SSN errors and lack of signatures are the greatest cause of delays



RV at time of Processing

Solution

- RSs & ROs need to submit timely and accurate reports.

WHAT TYPE OF COMMENTS SHOULD I MAKE ON FITNESS REPORTS?

Commissioned Officers - The Big Four

- **Promotion**
  - "Promote with Peers"
  - "Promote at first opportunity"
- **School**
  - AWS, ILS, TLS
- **Breakout**
  - Performance in relation to peers
  - #1 of, top 10%, "The best I've worked with"
- **Command**
  - "Company command at first opportunity"
  - "Make him a VMFA Squadron Cdr"

CWO - The Big Four

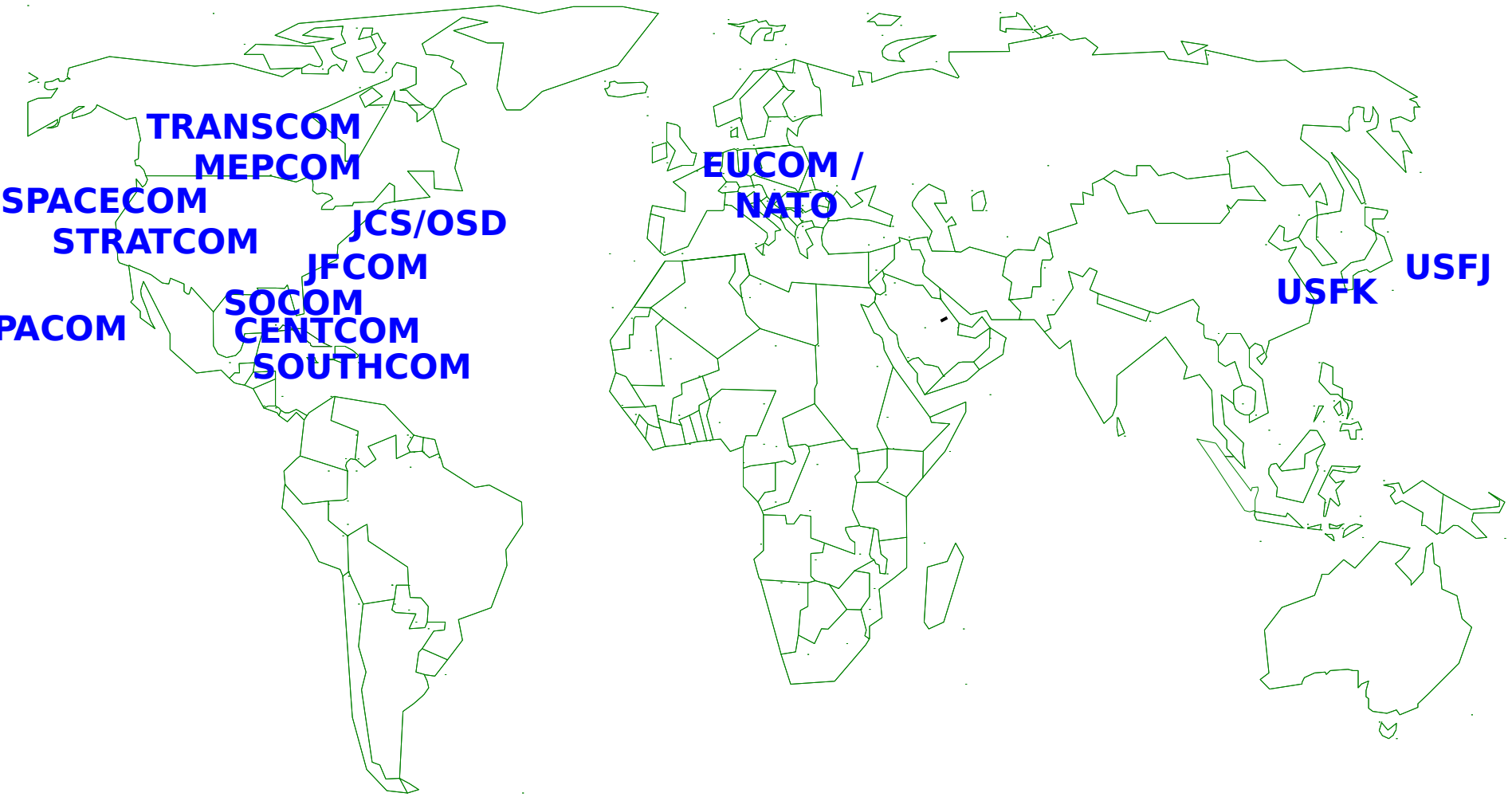
- **Promotion**
  - "Promote with Peers"
  - "Promote at first opportunity"
- **MOS Credibility**
  - Technical Skills
  - Tactical Proficiency
- **Leadership**
  - LDO Program
  - Leadership in relation to peers
- **Breakout**
  - Performance in relation to peers
  - #1 of, top 10%, "The best I've worked with"

Enlisted - The Big Four

- **Potential**
  - Future Value, Promotion, Assignment, Capability
- **Performance**
  - How well did Marine perform – in MOS/Out MOS
- **Leadership**
  - Demonstrated leadership, Unit performance based on his leadership, Mentor & Teacher
- **Training**
  - PFT, PME, Range, Education
  - Is he consistently working to improve

- **Use the Enlisted Counselors to help you and your Marines**

Where are the Joint Duty Assignments ?



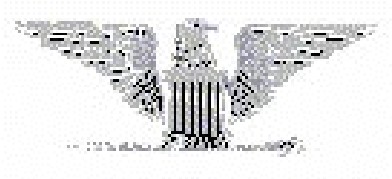
POC: Capt Ryan Goulette (DSN 278-928

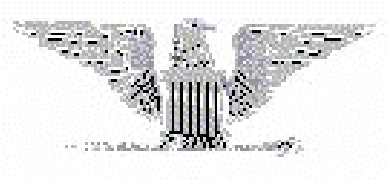
What type of special programs are avaliable?

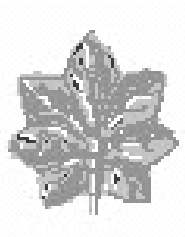
- Acquisition Program
- Education Programs
- Supplemental MOS Program

Acquisition Program

575 Acquisition Billets

Pgm Mgr  **6 Yrs Exp**

MOS 9958  **4 Yrs Exp**

MOS 9957  **2 Yrs Exp**

POC: Maj Jorge Esparza (DSN 278-9284)

Education Programs

- **Special Education Program**
- **Advanced Degree Program**
- **College Degree Program**
- **International Affairs Officer Program** ***(Foreign Area Officer & Regional Area Officer)***
- **Lawyer Programs**

POC: Maj Jorge Esparza (DSN 278-9284)

Supplementary MOS Program - What is it?

- **Voluntary program; selected officers serve a tour in a supplementary(short) MOS, then return to their PMOS career path; MCO 1210.9**

- **0180, 0202, 0602, 3002, 4302 currently available as SMOS**

Supplementary MOS Program – Who is Eligible?

- **All officers in an *over MOS* (0302, 0802, 1802/3) can apply after completing *12 months* of their first tour of duty. Board held in August.**

- **Broadens careers with additional skills and schooling.**

- **Tour is *3 years* (includes MOS school). Substitutes for traditional B-billet time.**

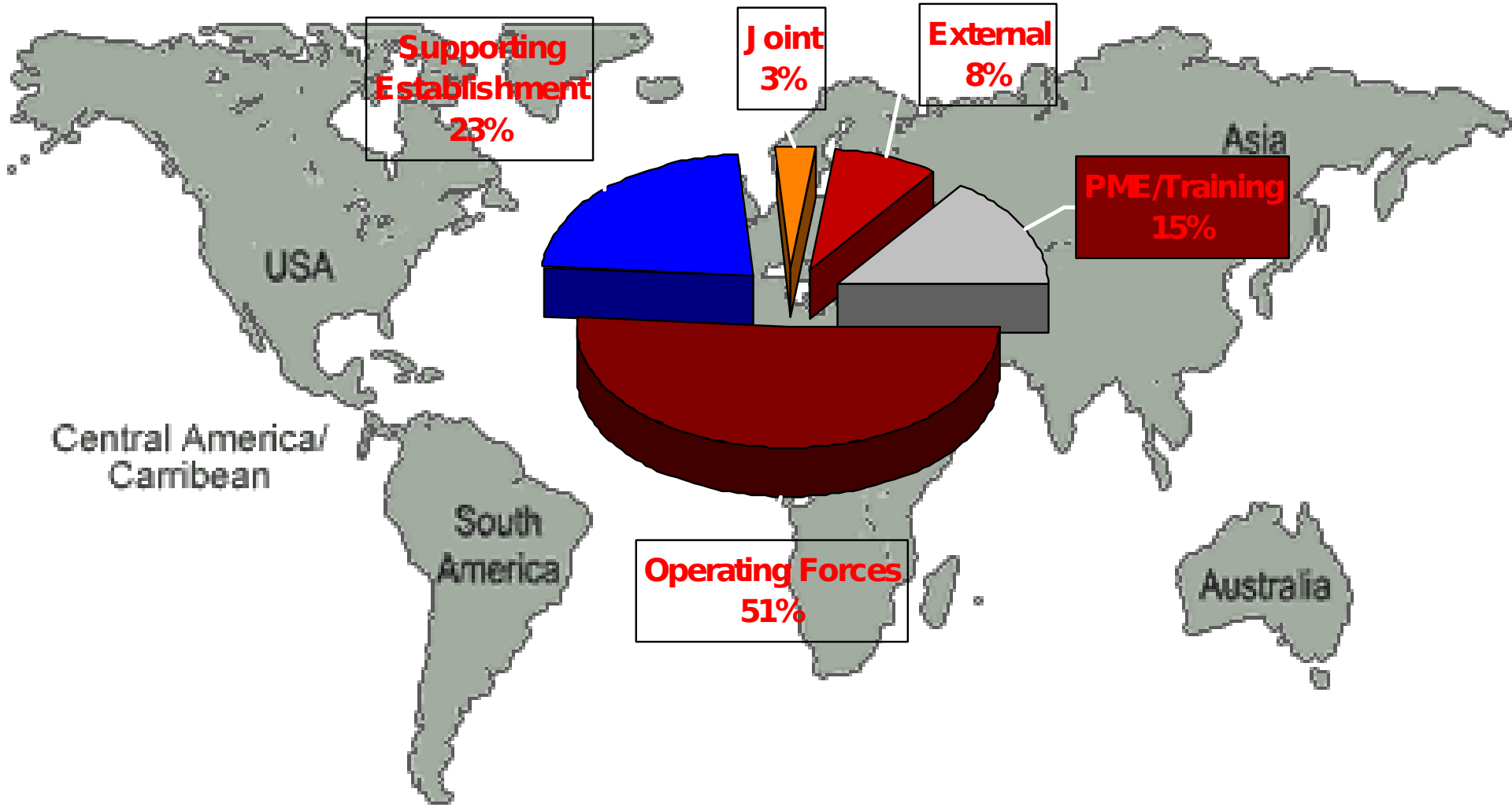
- **Return to PMOS with peers, i.e. CLS and FMF tour as a Captain.**

Where are you in the Overseas Queue?

	AVIATION	GROUND
• Col	1993	1992
• LtCol	1993	1993
• Major	1994	199X

WHERE ARE ALL THE OFFICERS AND HOW ARE THEY DISTRIBUTED?

Officer Distribution



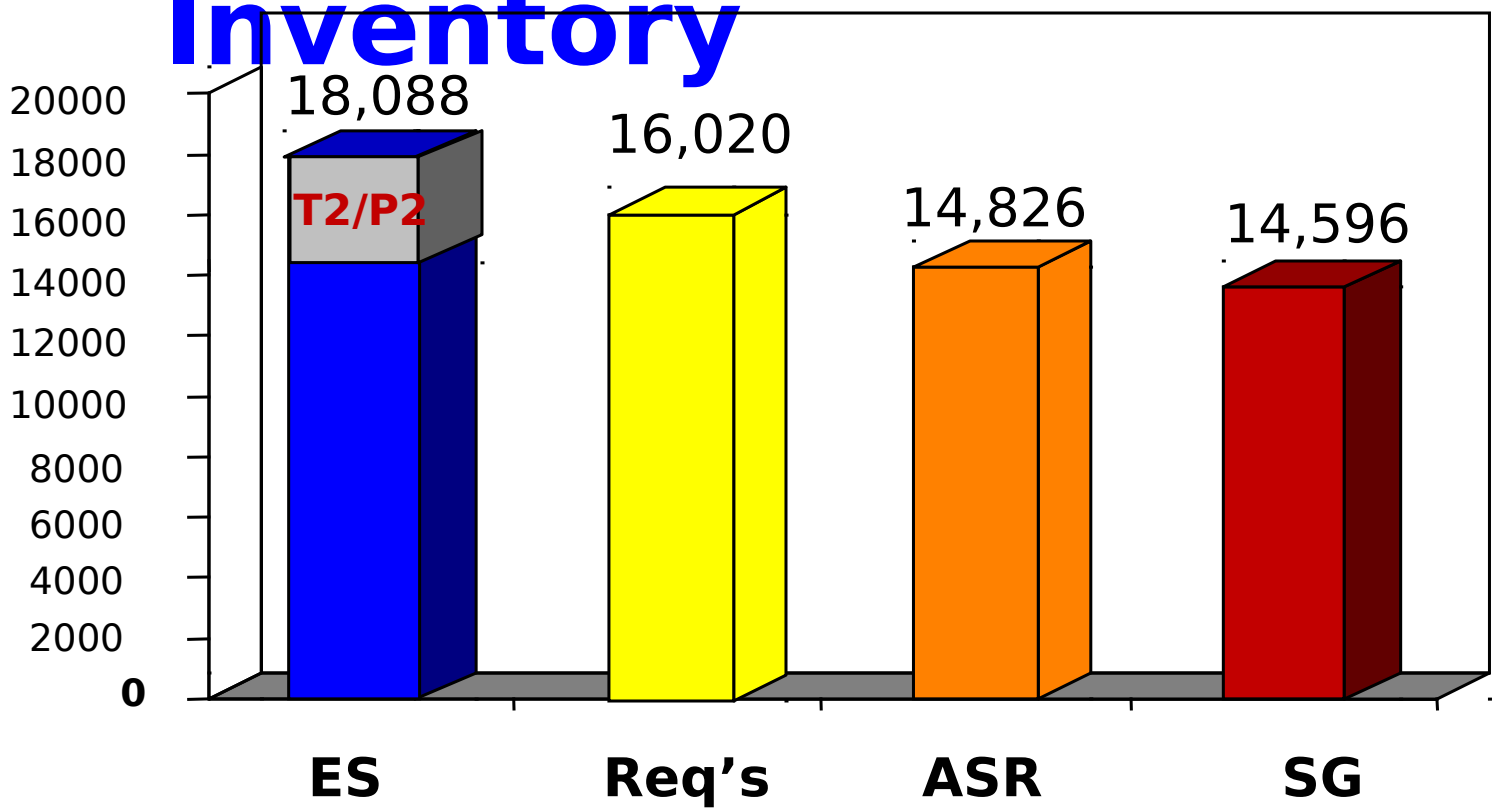
Officer End Strength

- **Budget Constrained**
- **Mandated by Congress**
- **Snapshot for 1 Oct**

Active Duty Officers

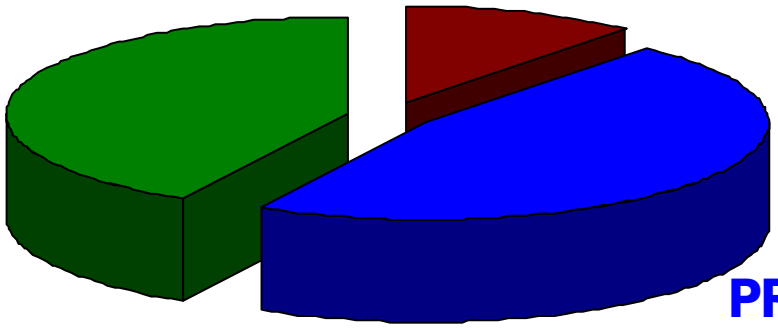
- **Generals 80**
- **Col 622**
- **LtCol 1,776**
- **Maj 3,449**
- **Capt 5,155**
- **Lts 5,156**

Requirements vs. Inventory



T2P2 ~3262

Precedence Levels



- Bases
- Stations
- Divisions
- Wings
- FSSG’s

- RECRUITING
- JOINT
- MEU CE
- HMX-1
- MSG BN
- I - I REG’T BELOW

- MEF CE
- FORMAL SCHOOLS
- V UNITS
- Flying Squadrons
- MCRD
- HQMC

FY04 Restricted Officer Promotion Plan

GRADE	SELECTION %
LDO LTCOL	60%
LDO MAJ	70%
CWO-5	60%
CWO-4	70%
CWO-3	90%
CWO-2	AFQ

Supporting Arms

- **Restricted Officer Plans**
  - **Capt Mike Williams**
  - **MPP-35, Officer Plans, MP Division**
  - **DSN 278-9366/65**
- **Matters involving T/O's**
  - **Total Force Structure Division (TFSD), MCCDC**
  - **Col Herrmann/Maj Mike Strobl**
  - **DSN: 278-6200**